

24 May 1982

MEMORANDUM FOR: John McMahon, CIA Executive Director

THROUGH : John Dohring, D/EEO
[redacted] Manager, Federal Women's Program

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FROM : CIA Federal Women's Program Board
[redacted] Chair

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SUBJECT : Proposed Day Care Center

Summary: In 1981 the DDI (NFAC) Working Group of the Federal Women's Program circulated a directorate-wide survey to determine the interest in having a day care center for Agency employees. Based on the overwhelmingly positive response to that survey, the Working Group asked the FWP Board to look into the issue Agency-wide. A subcommittee of the Board was formed to conduct an informal inquiry to determine the extent and nature of interest in a day care center, as well as preferences on a wide range of related subjects. The Directorate Working Groups were asked to sample opinion in their directorates.

Findings: As a result of that inquiry, as well as a more general awareness of such things as the growing number of working parents (substantiated by the 1981 census) and the need to recruit more of those working parents for the Agency, the Board has found that substantial interest exists in forming a day care center. The Board recommends that the highest level of Agency management should consider whether such a facility is feasible in the new building or another location. If it is feasible, we feel that steps should be taken soon to ensure its existence in the future. M 8 f

Based on our specific questions to the Directorate Working Groups, the Board has determined the nature of interest on the following topics:

1. Location: Most people would prefer to have a day care center at Headquarters; a small minority expressed interest in other locations.
2. Types of facilities:
 - a) Most people would find infant care and pre-school education useful.
 - b) Normal work hours are acceptable for most potential users of the facility.
 - c) The majority of responses suggested an Agency-managed center staffed by outside trained and cleared personnel.

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→ d) Almost all interested people are willing to pay the going rates for having a center; they do not expect subsidized care. ↙

3. Employment opportunities: Many respondents indicated that they know people who would either definitely apply for work at the Agency or would seriously consider working here if there were a day care center for their children. Several respondents said they knew of potential employees for the center.

The Board would be happy to answer any questions or to discuss the matter further with you at your convenience.

Chairman FWP

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